

From: Rod Knecht
To: Janice Johnston
Date: 2/2/2013 8:16 AM
Subject: Good Morning Janice,

Good Morning Janice,

Patrycia Thenu asked me to contact you regarding differences between the number of disciplinary hearings taking place in Edmonton and Calgary. It is difficult for me to comment on Calgary, because I am not familiar with their current number of hearings or the manner they deal with complaints lodged against their members.

I can comment on what is happening in Edmonton. We are moving through a backlog of PSB files, some of which date back to 1999. To have an investigation hanging over an officer's head, or a complainant awaiting resolution, for that long is unacceptable, and we are working to bring many of these old files to completion. If there seems to be more PSB hearings these days, it has everything to do with this initiative, and little to do with a spike in police officers behaving badly. In fact, in 2012, the number of formal public complaints was down 20% from the previous year – a significant reduction, and we can do better.

There have been some high profile terminations over the past few months, and there may well be more in the future, as we work our way through the backlog. Two of the dismissals were directly related to deceit and another related to an action that is totally unacceptable for a police officer. As representatives of the legal system and the law, it is vital that people trust and believe in their police service; anything that threatens that trust must be dealt with appropriately. It is my belief that honesty and integrity are fundamental requirements for all police officers, so it is heartbreaking to see a police officer ruin their career by lying. Often it is not the initial action that results in a Hearing, but what they do and say after.

I'm attaching excerpts from a note that we sent out earlier this week to all our employees. It illustrates the premium we place on honesty, and encourages employees to tell the truth. Sadly, in a few recent cases, our employees chose not to follow that path.

To conclude, I have confidence in our internal investigative and disciplinary hearing processes. They have to be thorough, but they are also fair and respectful. The public expects no less and deserves no less.

Rod Knecht